

Safety & Health Impact Grant Program

Occupational Safety and Health Grants

An Investment in Workplace Safety

The business and worker representatives of the statutory Workers' Compensation Advisory Committee to the Department of Labor and Industries (L&I) originated the concept of occupational safety and health impact grants, funded by Medical Aid Fund reserves (in excess of actuarial needs). The grants were intended to reduce hazards and prevent injuries by funding a variety of workplace safety related projects.

With business, labor and department support, a bipartisan effort in the 1999 Legislative Session resulted in unanimous passage in both the House and Senate of Engrossed House Bill (EHB) 2232 which was signed into law by Governor Locke on April 23, 1999. The omnibus appropriation act included \$5 million in L&I's budget for the impact grants program, however, because the legislative bill was not referenced in the appropriations act, EHB 2232 was declared null and void.

L&I was able to implement the impact grants program because the department had existing general statutory authority for grant programs provided in Chapter 49.17 RCW. The funds were appropriated for the 1999-2001 biennium with \$500,000 earmarked for start-up in FY 2000 and \$4.5 million for FY 2001.

Establishing a new grant program with no history to draw upon was a great challenge for the department. Three key decisions were made initially which led to the funding of a diverse array of business and labor grants, kept faith with legislative intent, and ensured that each grant project would produce a measurable product.

- The grant program adhered to all the program criteria detailed in EHB 2232 even though the bill had been nullified by a technicality; and
- Established a business and labor grants advisory committee with individuals recommended by appropriate business and labor organizations; and
- Established specific and detailed grant program operating principles to govern and guide the agency and its advisory committee through the grant application, review and selection process.

Since there had been no experience in implementing a safety and health grants program within the department, extensive research was done nationally to find suitable models within other states and federal OSHA. As a result of this research, it was decided to have each grantee sign a basic contract to ensure accountability:

- Each project would deliver a product to enhance safety and health;
- The product would be measurable;
- A final report would be produced so that others could have access to project materials and resources.



*From the farms of Eastern Washington to the urban forests of the West...
From Custodians to Machinshop workers...
The Safety and Health Impact Grant Program has successfully served a wide variety of customers.*



Grant Review Committee

The program established a Grant Review Committee made up of four members representing employees, four members representing employers and one ex officio member from Labor and Industries.

The committee solicited and evaluated grant proposals. The committee then selected by two-thirds majority vote grant applications that merited funding. Those applications were forwarded to the Director of Labor and Industries.

Grant Review Committee members who served full or partial terms:

Larry Archer

Roger Boatwright

Rob Bohlman

Alan Darr

Bob Dilger

Robert Hollenbeck

Sharon Ness

Shannon Sellers

Tracy Smith

Steve Stringfellow

Terry Tilton

The Grant Review Process

The program reviewed proposals, on a competitive basis, for performance based projects that would generate measurable results, and would provide a return on investment by reducing workplace injuries and illnesses. The grant funds provided employers and employees an opportunity to create safer workplaces.

Proposals were solicited in the areas of:

- Engineering controls
- Education and training
- Technical innovation
- Best practice projects
- Statewide priorities of the statutory WISHA Advisory Committee.

Organizations eligible to apply for grants were:

- Trade and business associations
- Employers
- Employee organizations
- Labor unions
- Joint Labor/Management Groups
- Groups of employees

The business and labor Grant Review Committee evaluated grant applications by answering these key questions:

- What is the expected result?
- How significantly will the result impact injury, illness and fatality reduction?
- What is the likelihood that the expected results will be achieved?
- Is this the best investment we can make?



1999-2001 Biennium: 30 Grants Projects Completed

A two-step application process was initiated in early fiscal year 2000 to select the first group of grantees. There was a tremendous initial response resulting in 196 applicants. These applicants had a combined request for almost \$38 million dollars in grant support. Each grant application received a thorough review and from these 196 applications, 50 were selected to submit a more detailed second-step application. The Grant Review Committee then selected 32 projects, of which 30 successfully completed contract negotiations with the department and received funding. The 30 projects represented a combined commitment of \$4.3 million dollars in grants through the end of the 1999-2001 biennium. Some grantees proposed multi-year projects, which could be continued contingent upon successful completion of current year milestones, approval of the Grant Review Committee, and future legislative appropriation of additional grant funds.

The group of funded grantees ranged from individual employers and businesses/trade associations to apprenticeship committees and unions. The projects were almost exclusively devoted to education and training; they represented a workforce spectrum from agriculture to construction to health care. All projects were required to provide performance targets, track milestone accomplishments, and provide specific data as to what workplace changes took place as the result of the projects. Accountability was required throughout the entire grant activity.

Much was learned during the first cycle of grant project administration including the need for strong administrative oversight and the critical importance of maintaining good communication with the business and labor Grant Review Committee. The agency believes that a well structured and carefully managed impact grants program can play an important role in helping employers and employees help themselves make workplaces safer and healthier. The legislature did not continue funding for the grants program for the current 2001-2003 biennium. The department is working on potential request legislation to reinstate the grant program. The agency also remains committed to working with representatives from business, labor, and legislators.

The bulk of this report contains capsule descriptions of each grant project and their respective accomplishments. The range, depth and demonstrated commitment of these efforts are evident and suggest that an impact grants program can make significant, long-lasting contributions to workplace safety.

Preventing Injuries and Saving Lives

The grant program served many thousands of people affected by common, everyday workplace hazards.

Workers throughout the state will benefit from the information and training curricula as well as safety and health improvements developed by the grants. All products of the grants are publicly owned.

From small businesses to large labor unions, the safety and health impact grant program has made significant inroads to improving worker safety and health.

Total Amount Awarded:
\$4,378,844.93*

*Grantees actually spent
\$3,898,621.55 of the total awarded



Through the Safety and Health Impact Grant Program, The Department of Labor and Industries and the Grant Review Committee, worked together to enable the 30 grantees to carry out projects that would achieve significant workplace change. The program committed to this goal:

“ No Injury, Illness or Fatality for Washington State Workers for any Preventable Reason. ”

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Associated Builders and Contractors, Inc. of Spokane

Safety in Construction

Associated Builders and Contractors (ABC), Inc. is a fifty-one year old national association with more than eighty chapters representing more than twenty-two thousand member organizations. The Inland Pacific Chapter has been in existence twenty-one years. The mission of ABC is to provide the best training; government and legal representation; and to develop programs to ensure members a competitive advantage; add value to the industry's clients; and enhance the lives of the industry's employees.

Identifying the Hazards

The project recruited 26 companies that were members of the Labor and Industries Retro group. These are companies that realize the benefit of providing quality safety training to their employees.

The project chose the following method to identify the top hazards to the companies.

- The employees completed a survey of their hazard concerns.
- Historical injury data was gathered on the companies, looking for patterns.
- Safety professionals visited job sites to identify hazards.

Then, ABC compiled the information and designed training for the top hazards.

The Training Plan

The number one hazard identified by all three criteria was the need for a Back Injury Prevention Program. A training program was developed that included input from Physical Therapists and Chiropractors. The program focused on both the lower back and upper extremities. 383 people were trained on Back Injury Prevention-Phase One and 181 people were trained on Phase Two.

Other Training Included:

- | | |
|---|------------------|
| • Forklift Safety | 124 participants |
| • First Aid-CPR and Blood borne Pathogens | 305 participants |
| • Respirator Fit Tests | 52 participants |
| • Confined Space | 23 participants |
| • Powder Actuated Fastening Device | 17 participants |
| • Excavation Safety | 9 participants |
| • Scaffolding Safety | 30 participants |
| • Fall Protection | 63 participants |
| • 60 electricians field-tested Kevlar gloves. | |

All training included a pre-test and a post-test. In all subjects, the tests demonstrated that the participants were able to answer a greater number of questions correctly after the training.

Future Goals:

With support and encouragement from its Board of Directors, the project Safety In Construction continues to operate at the Inland Pacific Chapter of Associated Builders and Contractors, Inc. Safety training courses continue to be scheduled because the Association has seen the dramatic benefit of worker training.

S Y N O P S I S

Grantee:

Associated Builders and Contractors, Inc. of Spokane

Location of People Served:

Spokane

Amount Awarded:

\$533,800.00

Amount Spent:

\$514,185.41

The Project Served:

Workers in the construction industry.

- The project recruited twenty-six companies to participate in training classes.
- The top hazards were identified through an employee survey, data review and physical site visits.
- Nine safety subject areas were chosen, and the training was developed and delivered.

Number of People Impacted:

1,247



SYNOPSIS

Grantee:

Association of Washington Business

Location of People Served:

Statewide

Amount Awarded:

\$154,700.00

Amount Spent:

\$128,997.70

The Project Served:

- Newly hired safety professionals, by giving them an overview of how to adequately formulate a comprehensive safety program for their workplace.
- The project also provided for a survey and access to a website.
- 90 people attended the 10, 3-day classes.

Number of People Impacted:

90



Association of Washington Business

Fundamental Principles of Managing Safety and Health, Training for Small Business Safety Coordinators

The Association of Washington Business (AWB) is a membership organization representing 3,700 members employing 600,000 people. AWB lobbies in Olympia for public policy that encourages economic growth, boosts productivity and creates jobs. Seventy-five percent of the membership is comprised of small businesses employing fewer than 50 employees.

The project was a training program targeted to safety coordinators. AWB solicited participation from a targeted group of employers, although the participation in the project was open to all members.

The project was composed of three parts.

Part One, A Survey

Prior to the participant attending the training class, a survey was conducted in which the participant answered questions to determine problem areas in the organization, which would prevent an ideal safety culture from occurring.

Part Two, The Training Class

Then the participants attended a 3-day training class. The topics covered in the training class included:

- Overview of safety and its role in the workplace
- Accident Investigation and Analysis
- A Safety Program
- Job Hazards Analysis
- Developing Workplace Safety Performance Action Teams
- Safety Inspections
- Ergonomics
- Introduction to WISHA regulations
- Goal setting, Planning and Strategy Development

The class was given 10 times, in Seattle and Spokane.

There were 90 participants.

Part Three, Follow up Services

The participants were able to access a website. The website gave help on individual questions as well as helped participants develop and design an individual safety program.

Building Trades Labor-Management Organization of Washington State

The Building Trades Labor-Management Safety and Health Innovations Project

One thousand fifty-nine construction workers (union and non-union), supervisors, managers and owners directly participated, contributed to and were affected by this project. It is estimated an additional 123,580 workers may have been indirectly affected by the work of this grant. Project activities are as follows:

Top Hazards Identified

Workers in the industry determined health and safety priorities and identified potential solutions. Top issues included:

- Communication
- Housekeeping,
- Heavy lifting and overexertion
- Awkward postures
- Noise
- Working at heights and falls
- Heavy equipment movement coordination
- Dust/Asbestos/Silica/ Man-made Mineral Fibers

Examples of Solutions Identified.

The Problem:

Noise generated by pneumatic impact wrenches for tightening Hi-Tensile bolts.

The Solution: Use a “LaJune Bolt” with a light electric wrench. This change eliminated the noise, heavy weight of the tool, the hand-tool vibration and the air compressor. Multiple private union and non-union construction companies tested and implemented this solution at their job sites.

The Problem:

Lack of communication among: superintendents, foremen, business agents, workers, subcontractors and other site personnel may be the largest and broadest problem within the industry. Many consider knowledge, including that associated with health and safety, to be power. As a result, people can be very guarded about sharing what they know, due to concerns about job security and company competitiveness.

The Solution: Set up work-groups and workshops on communication

Other Accomplishments:

- Established “Common Sense Training”.
- Convened monthly industry-technical forums for discussion of issues.
- Established a (physical) health and safety construction resource center in Olympia and an electronic resource center at www.builditsmart.org

Continues

S Y N O P S I S

Grantee:

Building Trades
Labor-Management
Organization of Washington
State

Location of People Served:

Statewide

Amount Awarded:

\$448,700.00

Amount Spent:

\$448,700.00

The Project Served:

Workers in the construction
industry.

Number of People Impacted:

Direct 1059

Indirect 123,580



Building Trades Labor-Management Organization of Washington State–Continued

Future Goals

Build It Smart has and will continue to promote the notion that construction workers are among the best problem solvers in the world.

The goal is to convince the workers and their employers to apply their problem solving skills to the safety & health hazards at the work site.

Since the end of the official L&I funding period, efforts have continued in the following manner by:

- Reviewing and modifying priorities to reflect today's industry assessment;
- Convening industry representatives in work group settings to further identify Sensible Solutions;
- Continuing to provide Train-the-Trainer classes for hearing conservation instructors in various Apprenticeship programs;
- Providing technical assistance to apprenticeship programs seeking training grant money from the Workforce Training Board;
- Continuing to provide a variety of delivery systems for family messages about workplace safety & health (both Spanish & English);
- Continuing to visit construction sites to assist in hazard identification and abatement activities;
- Continuing to visit construction sites to conduct noise measurement with and without barriers and at various distances;
- Constructing and testing a variety of noise barrier materials and tools for Sensible Solutions;
- Presenting supervisor training to:
 - The Governor's Safety and Health Conference
 - The Meeting of the Minds Conference



Department of Social and Health Services (DSHS)

Preventing Incidents of Violence in State Psychiatric Hospitals

The goal for this project was the reduction of assault injuries to direct care staff who work with mentally ill adolescents, adults and geriatric patients. The DSHS Mental Health Division submitted the project application on behalf of three state psychiatric hospitals. Approximately 2,700 state employees work in these three facilities. Over 75% work in direct care positions, providing treatment for the most severely disturbed individuals in the state mental health system.

The state hospitals have been working to modify the attitudes of staff, using an intense training approach, especially for the benefit of staff who serve higher risk clients. Each facility developed a training need assessment reflective of their specific needs. The goal of the training was to enable all direct-care staff at the three facilities to modify their behavior/interaction style towards their mentally ill clients. As a result of this change, patients will not likely reach a level in their behavior that could result in violence.

Child Study and Treatment Center (CSTC):

- 17 staff received training in behavioral management.
- 13 attendees completed a post-test with 12 of the 13 scoring 80% or better.
- 4 clinical staff received five days of intensive training in Behavior Therapy.
- These staff will then provide training to CSTC and Western State Hospital staff.

Eastern State Hospital (ESH):

- 10 Specialized trainers were trained, calling themselves the Behavioral Management Intervention Team better known within the facility as "BMIT".
- BMIT's in consortium with Staff Development Coordinators developed a Power Point training entitled "TREDs: How to Get Over Old Fences with New Shoes: TREDing the Path to Safety".
- 16 of these classes were taught – total of 127 staff trained.
- 83% of direct care staff on the high-risk wards received the training.



Continues

S Y N O P S I S

Grantee:

Department of
Social and Health Services
(DSHS)

Location of People Served:

Statewide

Amount Awarded:

\$290,726.00

Amount Spent:

\$176,012.52

The Project Served:

Workers in State
Psychiatric Hospitals

- 978 staff members from three facilities received intensive training to help them modify their behavior and interaction style towards their mentally ill clients.

- The three facilities will continue implementing ways to enhance workplace safety by utilizing team members who are trained, organized, motivated, and enthusiastic about assisting staff in working with difficult patients.

- In addition to the training, each facility now has new resources in place to assist them in this continuing effort.

Number of People Impacted:

978

Department of Social and Health Services (DSHS)– Continued

Western State Hospital (WSH):

- 30 BMIT Trainer/Coordinators received specialized training to be Train-the-Trainers.
- BMIT's met monthly to continue training and to develop new training ideas
- BMIT Trainer/Coordinators developed a training module titled "De-escalation Techniques, Module One".
- 244 direct care clinical staff were trained on Module One, 96% of direct care staff.
- 461 staff on other than high risk wards were trained on Module One, 81% of staff.
- 15 staff were trained on Module One after June 30 (when grant contract ended), because the BMIT Trainers felt strongly that they needed to continue the requested training.
- 70 staff from other disciplines (other than direct care nursing) received the training as well (pharmacy, staff development, nursing administration, rehab, social work, psychology, security, volunteer services, and recreation).

Future Goals:

Many participants in the classes felt they received much more from the training, by having it come from "one of their own". However, because of staffing needs on the wards, it will be extremely difficult to allow for these BMIT's to continue to conduct this training in the future. The grant funding allowed for another staff member to work the wards, while the BMIT conducted training. Funding and budget will affect the ability for this to occur.

Western State Hospital plans to conduct a follow-up safety survey regarding staff attitudes on safety of their environment, and compare it with the workplace safety survey conducted in August 2000. Quarterly injury and illness records from the Safety Office will continue to be reviewed.



John I. Haas

Community Theater – Health and Farm Safety Training for Hispanic Agricultural Workers.

Many immigrant workers did not have the benefit of free education in their homeland. So how do you communicate your message of providing a safe and healthy workplace? Brochures and manuals would seem to be a solution, but what if the workers can't read, even when the brochures are in their native language?

Evolution of an Idea

The Center for Farm Health and Safety collaborated with John I. Haas, Inc. to present plays to Hispanic farm workers in the Yakima valley. The topics presented to the Haas workforce were: Proper Bending, Lifting, and Ladder Safety; Pesticide Safety; and Preventing Hepatitis A. Over 200 workers attended each play. The farm workers viewed the plays at two farm work sites, completed pre- and post-test evaluations concerning health and farm safety, provided demographic data including on-the-job injury information, and were asked to complete a follow-up survey.

The Haas organization contracted with the Center for Farm Health and Safety to show three Spanish safety plays to their workforce during the harvest season of 2000. The scope of the project was to conduct the plays in Spanish, and to determine, through a questionnaire, the comprehension of the audience of key points, and at the conclusion of the program, to provide play scripts and tutorial videotapes to the funding source.

Future Goals

Based on feedback from the workers and growers at Haas, Inc., the program succeeded in responding to the health and safety needs of Hispanic farm workers in Yakima County. The use of live theater in other locations with Hispanic migrant farm worker populations will further facilitate the dissemination of health and safety information.

Live theater is an excellent safety training tool for the Hispanic agricultural workforce. The major problem with theater productions involves obtaining sponsorship. The production needs an ongoing troupe of rehearsed community players which requires a rehearsal space, a director, transportation, event manager, a variety of stage production equipment, and a funding source.

S Y N O P S I S

Grantee: John I. Haas, Inc.

Location of People Served:
Mabton and Toppenish

Amount Awarded:
\$50,000

Amount Spent:
\$50,000

The Project Served:
Hop workers in Central Washington

- Plays were presented to workers and covered Pesticide Safety, Hepatitis A, and General Farm Safety with approximately 200 workers attending each day.
- The plays provided a large increase in safety knowledge and have helped to reduce claims.
- Based on feedback from the workers and growers at John I. Haas, the program succeeded in responding to the health and safety needs of Hispanic farm workers in Yakima County.

Number of People Impacted:
600



S Y N O P S I S

Grantee:
IAM/CREST

Location of People Served:
Statewide

Amount Awarded:
\$399,815.00
Amount Spent:
\$220,813.92

The Project Served:
Workers and employers to effect "system change" enabling the reduction of workplace injuries and retain or return disabled workers to productive employment.

- 40 companies were involved in the program and received limited to comprehensive service.
- Training sessions covered ergonomics, accident investigation, area inspections, and setting up joint labor/management safety committees.

Number of People Impacted:
460

International Association of Machinists Corporation for Re-employment and Safety Training (IAM-CREST)

Health and Safety 2000 and Beyond

This grant was to The International Association of Machinists Corporation for Re-employment and Safety Training (CREST). The purpose of this project (Health & Safety 2000 and Beyond) was to develop a statewide joint labor/management initiative aimed at reducing workplace injuries and the subsequent costs of these injuries. The targeted group was small and medium sized businesses affiliated with the IAMAW (International Association of Machinists and Aerospace Workers). The overall scope was to effect "system change" within these companies to reduce workplace injuries and retain or return disabled workers to productive employment.

The methodology to accomplish this goal included: Developing on-going joint labor/management safety committees and assisting them in developing a safety plan; Providing site specific training to improve processes and procedures and; Establishing a reliable return-to-work process for individuals with industrial injuries or illness. The philosophy at the core of this program is joint labor/management involvement in all activities to maximize long term effectiveness.

The program was well received and considered valuable. However, most small employers had difficulty releasing employees for 8-hour training sessions. There was a request for shorter on-site sessions specifically targeting topics of concern versus a comprehensive program.

- 40 companies were involved in the program.
 - 17 companies were directly involved with the 3 components.
 - 17 companies participated in joint labor/management training.
- 3 sets of four-day training sessions were held – with a total of 127 participants from both labor and management.
- Training sessions covered ergonomics, accident investigation, area inspections, setting up joint labor/management safety committees.
- 6 classes on hazard communication - over 100 participants.
- 6 classes on sprains and strains - over 100 participants.
- 6 classes on understanding WISHA Standards -over 100 participants.
- 8 Washington based instructors received 40-hour Train- the-Trainer courses specific to WISHA standards.
- 1 Accident investigation class for 25 participants was provided to one employer.

Future Goals:

Much of the training continued through early September 2001, even after the Grant contract ended. Relationships with employers had been established, and they wished to honor as many of their verbal contracts as possible. The training will continue, now that there are eight individuals trained specific to Washington Codes; however, it may not be to the magnitude it would have been had the funding assistance continued.

International Masonry Institute (IMI)

Fall Protection and Self-Rescue Training for the Construction Industry

Brick Masons, Caulkers, Glazers, Painters, Carpenters, Pile Bucks and Window Washers are often subject to working at elevated workstations. IMI developed a self-rescue curriculum, pre and post-tests, program evaluation and a CD that covered the entire curriculum. During the project implementation IMI decided to construct a scaffold-type tower rather than a masonry-type tower thus leaving additional funds to devote to training larger numbers of workers. IMI met their original goal of training 240 workers. They have since had many inquiries regarding the scheduling of additional classes, and will continue to do training until such time as they have depleted their training and equipment supplies.

Developing the Presentation

IMI also developed a full curriculum that consisted of class mailings, pre test, and post-test safety checks for instructors and a power point presentation for both the HIP (Harness Induced Pathology) and for the knot tying sections. Hands-on training was also provided. Each student was required to pre-tie the ropes needed for the self-rescue training. They also hung in a construction harness and performed the technique to the point of getting into a neutral position to wait for professional rescue. They were also given the training to ascend the safety line to retrieve their rope grab and then descend the safety line to the ground.

Project Success

The project was successful in many ways. Most projected milestones were met. The project also came in under budget. The participants gained firsthand knowledge of the dangers of hanging in a harness (Harness Induced Pathology) and gained the skills for Self-rescue. Participants know that they don't need to be a victim. IMI feels also that by training young Journey level workers and apprentices, they will begin to see a change in the work force attitude and will see more commitment to having the skills to do Self-rescue.

Future Benefits

IMI hopes that no one ever has to use the training they received. But if needed, they feel confident that they now have the training and the tools needed to perform a Self-rescue.

S Y N O P S I S

Grantee: International
Masonry Institute

Location of People Served:
Statewide

Amount Awarded:
\$24,807.83

Amount Spent:
\$24,213.92

The Project Served: Masonry workers who use fall protection equipment helping them to develop self-rescue skills.

- The training began November 2, and 194 construction workers have been trained.
- With the grant, International Masonry Institute has developed a CD-ROM for self-rescue training and has erected a tower to do the rescue training.

Number of People Impacted:
240



S Y N O P S I S

Grantee: Irwin Research and Development

Location of People Served:
Yakima

Amount Awarded:
\$11,000

Amount Spent:
\$11,000

The Project Served:
Machine shop employees by helping them change unintentional and habitual behaviors that can lead to injury.

- 125 employees in the machine shop were trained in the **SafeStart™** method.

- Irwin reported a high participation rate throughout the course of the program. The percentage of involved employees who were still employed at the end of the program and completed the final questionnaire was 98.9%.

Number of People Impacted:
125

Irwin Research & Development, Inc. **(IRAD)**

Safety Awareness at IRAD

This Yakima based company chose a project to implement an off-the-shelf behavior-based safety training program called **SafeStart™**. **SafeStart™** is a way to think about safety that is in addition to engineering practices, management practices or specific training on workplace hazards. **SafeStart™** is about changing unintentional and habitual behaviors that can lead to injury.

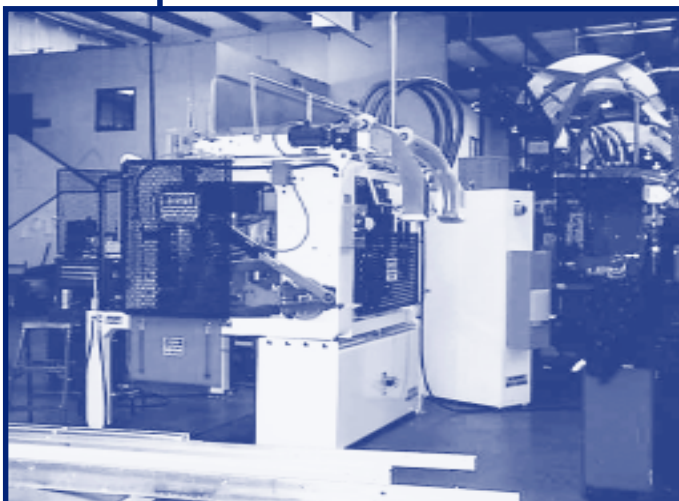
After evaluating records, IRAD determined that the greatest numbers of injuries were occurring in the machine shop. Consequently, this was considered the best location for testing the effectiveness of the program.

Method

Prior to the beginning of the program, a questionnaire was distributed concerning safety awareness, actions and attitudes. Then, IRAD used matching company funds to hire David Wood, MD, MPH from Prevention MD to implement the program and train 125 employees in the machine shop. The program was introduced at a rate of one module per month, with a total of five modules. The employees attended a classroom review of a video module with discussion of the material. They completed workshop activities using a programmed worksheet.

Results

Irwin reported a high participation rate throughout the course of the program. No assignment had less than a 90% completion. The percentage of involved employees who were still employed at the end of the program and completed the final questionnaire was 98.9%. The employees responded well to the program and continued to interact with one another concerning the key concepts learned.



Kitsap Transit

Providing Injury-Free Assistance to Transit Passengers In Wheelchairs

Transit workers can be injured when they assist handicapped patrons to board wheelchairs onto a bus or van. The purpose of the project was to reduce injuries to these transit operators. Injuries that occur while providing assistance to these passengers have been more common than injuries from any other source. Kitsap Transit designed a project to analyze the process of providing loading and unloading assistance, designed a training program to teach safe practices, and delivered the training to their current staff of specialized operators who provide door-to-door service to the elderly and passengers with disabilities.

Analyzing the Problem

The project team met and completed a thorough analysis of the on-the-job injuries at Kitsap Transit, and current practices and training on the process of loading and unloading wheelchair passengers. The loading and unloading sequence was separated into discrete steps that could be described and taught. The team also completed a series of measures of the amount of force, in pounds, required to perform the tasks in each step of the sequence. With the information described above, they produced two specific sets of guidelines, "Body Positions" and "Body Mechanics Principles". A training plan was developed. 50 ACCESS operators completed the training.

Training and Follow-up

Follow ups are planned with the operators to insure the body positions and safe body mechanics are actually used on the job. Supervisors regularly ride with the operators on "ride checks" and check on their skill level. The ultimate measure of program effectiveness will come in the injury statistics collected. The goal is to reduce injuries by 40%. Since the training in Spring 2001, only one minor injury has occurred among the operators.

Future goals

Kitsap Transit project team has put together a Training Manual that can be used by other transit agencies. They plan to make the manual available on CD and distribute it through L&I. Other transit training staff has been invited to a Train-the-Trainer class at Kitsap Transit.



S Y N O P S I S

Grantee: Kitsap Transit

Location: Kitsap County

Amount Awarded:

\$32,306.10

Amount Spent:

\$31,825.00

The Project Served: Transit drivers by reducing injuries from loading, unloading, and maneuvering bus passengers in wheelchairs and scooters.

- A complete documentation and task analysis of the process of loading and unloading wheelchair passengers was produced. It defined requirements of the training program, including behavioral and cognitive objectives.

- A training manual of the program was produced that other transit agencies can use in the future.

- A 6-hour training program was conducted with all 50 ACCESS (Paratransit) operators. Only one minor injury has been reported since the training.

Number of People Impacted:
50

SYNOPSIS

Grantee:

Longview School District

Location of People Served:

Longview

Amount Awarded:

\$11,075.00

Amount Spent:

\$11,075.00

The Project Served: School custodians by reducing exposure to cleaning chemicals during dispensing procedures.

- Typically, custodians measure from an industrial-size container and then dilute to the proper strength.
- Longview School District bought and installed automatic dispensing systems that control output and avoid exposure to chemicals in their concentrated form.
- Approximately 50 custodians were trained in the proper usage of these dispensers..
- There has been a decrease in the amount of cleaning agents used since the dispensing units were installed.

Number of People Impacted:

50

Longview School District

Purchase and Installation of Automatic Dispensing Systems for Cleaning Products

One of the challenges facing school custodians is to consistently and correctly dilute cleaning products that are used by themselves or others. The Longview School District determined that by utilizing an automatic dispensing system the correct concentration of products will be applied, resulting in the assurance of worker protection. Several Johnson J-Fill chemical mixing systems were purchased by the grant funds and the system was installed.

- This system provided a safe method to dispense cleaning agents and also prevented mis-use, because the dispensers are pre-set from the factory and virtually tamper-proof. The product containers are sealed and designed to fit specifically into the dispensing unit, thus preventing any undiluted chemicals from contaminating the workers and reducing the potential for chemical spills.
- 50 custodians were trained in the proper use of these chemical dispensers.
- Custodians were exposed to less toxic but still effective cleaning products.
- Decreased quantities of chemicals were dispensed because automatic units dispense at the proper ratio.

The project provided the Longview School District with a safe and economical way to dispense cleaning agents. In doing so, the risks to the custodial staff of direct contact with undiluted chemicals has been minimized. The District plans to share their success story with other school districts.



Northwest Laborers- Employers Training Trust Fund

Northwest Laborers' Construction Safety and Skills Training Project

The Northwest Laborers – Employers Training Trust Fund has been a primary source of construction safety training for craft laborers, supervisors and safety personnel. This project enhanced that training, providing specialized training in Tunneling, Traffic Control for Supervisors, Instructor Course in Occupational Safety and Health Standards for the Construction Industry, and training specific to workers in and around Process Safety Management facilities. With a \$243,952 budget, 454 workers and supervisors received one or more of the following:

Traffic Control Supervisor:

Couple massive highway and road work projects with the unacceptable statistics regarding roadwork injuries, and the tremendous value of trained Traffic Control Supervisors (TCS) becomes obvious. Participants were selected for class based on proof of 2000 hours of traffic work-zone related experience, a valid flagging card, and an employer's letter of recommendation. Highlights of the class included gaining knowledge of the responsibilities of a Traffic Control Supervisor, increased awareness in traffic safety, and communication skills between the contractor, public representative, Department of Transportation, work zone crew and the traffic control crew itself. 78 of 108 students passed the test with an average score of 89.5.

OSHA 500/502 Instructor and Refresher Courses for the Construction Industry

Construction safety professionals were trained on effective delivery of safety training to other workers. Through teaching potential instructors, this class was designed to reach as many workers as possible. 55 safety professionals received training in the OSHA500 & OSHA 502 course. The Train-the-Trainer class provided the tools needed to change safety education and worker attitudes on the job; and a hope that each student trains at least 20 more people at their job sites per year.

Tunnel Worker Safety/Tunnel & Shaft Worker Hands-On/Tunnel Rescue

There were 111 individuals that completed the 40-hour classroom-based training on Tunnel Safety. Class highlights included gaining knowledge in understanding typical underground construction environment and processes, identifying the most common safety and health hazards associated with underground construction, describing various safe work procedures for preventing injuries and illnesses, and understanding the Washington State Mine Safety and Health requirements. This class was a pre-requisite to the hands-on tunnel worker class.

There were 44 of the 111 individuals who went on to take the hands-on tunnel worker class. This class was held in a working mine in Arizona. Highlights of the class included hands on training in mining equipment, tools and other materials; health and safety training; and a direct experience in a dark, confined space that can help determine if the worker has any unknown fears or apprehensions concerning working in a tunnel.

Continues

S Y N O P S I S

Grantee:

Northwest Laborers-
Employers Training Trust Fund

Location of People Served:

Statewide

Amount Awarded:

\$243,952.00

Amount Spent:

\$243,952.00

The Project Served:

Construction workers and
employers.

- The fund has been a primary source of construction safety training for craft laborers, supervisors and safety personnel.

- The grant project enhanced that training, providing specialized instruction in:

- Tunneling
- Traffic Control for Supervisors
- Training the Trainer
- Process Safety Management

Number of People Impacted:

454

Northwest Laborers- Employers Training Trust Fund–Continued

In cooperation with Laborers-AGC and the Seattle Fire Department, a tunnel rescue course was taught. Seventeen students comprised of laborers, contractor employees and members of the Seattle Fire Department completed a 50-hour tunnel rescue course. Prior to these individuals completing this course, the closest qualified tunnel rescue team was located in Idaho. Class highlights included training potential rescue teams in Washington regulations regarding Underground Work; techniques for collapse and shoring, machinery and vehicle rescue, and rope rescue. A significant goal of the training was to show that adding an element of disaster to already dangerous tunnel work further demonstrates the unpredictable nature of tunnel rescue.

Smartmark

Smartmark training was given to construction laborers working in and around Process Safety Management facilities such as refineries, pulp and paper mills, chemical processing plants, or involved in demolition of old buildings and new construction. Class highlights included increased knowledge in safety awareness for frontline workers in those industries; increased knowledge safety awareness of common injuries or accidents; understanding Washington requirements for Process Safety Management of Highly Hazardous Chemicals; and increased knowledge in hazard communication, ladder & stairway safety; scaffold safety; personal protective equipment; general tool safety; and confined space entry.

Future Goals

The Northwest Laborers' attribute a good deal of their safety training related accomplishments to the Grant Program. They expect to continue to gather and keep valuable statistical information concerning workers they train. In addition to the obvious benefits to the individual worker, many will use the training as a foundation to teach safety practices to fellow workers throughout the state of Washington.



Olympic Medical Center

Managing Assaultive Behavior Training

Olympic Medical Center in Clallam County treats a population with psychiatric and substance abuse illnesses. Many of these individuals are verbally and/or physically assaultive, extremely agitated, overtly psychotic, or acting out in other harmful ways. The number of incidents with violent or combative patients has increased. Hospital employees have been asking for more assessment and “hands on” skills to manage potentially violent individuals. The Grant project was to develop a pool of trainers who live and work in Clallam County. This would allow the facility to provide training on an on-going basis at the Center, as well as at various businesses and agencies throughout the county. They also wanted to develop policies and procedures for managing violent behavior that could be used at the center as well as at other community agencies.

Results:

- Six key employees were trained to become trainers.
- Purchased curricula and training materials used for classes.
- The level of training varied from fundamental to extensive.
- Prepared two Power Point programs (high risk and low risk areas).
- 33 emergency room staff completed the training (high risk areas).
- A decrease in violence related staff injuries has been realized.
- There has been a 30% increase in staff knowledge demonstrated by pre/post testing.
- Equipment purchase allowed for the training to be mobile for community outreach.

Future Goals:

The Center is scheduling classes over the next year for the remaining high risk areas, as well as classes for the low risk areas. The goal is to have all employees trained and educated on this subject matter by mid-2002. They also plan to have a new employee orientation and have this training become a part of their annual safety review. Employees in high-risk areas will annually be tested and provided refresher classes as needed. They further intend to begin marketing and providing this training to other organizations throughout the community.



S Y N O P S I S

Grantee:

Olympic Medical Center

Location of People Served:

Clallam County

Amount Awarded:

\$10,200.00

Amount Spent:

\$9,126.68

The Project Served:

Workers in a psychiatric/substance abuse medical facility.

The project developed a pool of trained trainers who live and work in Clallam County and trained them on assaultive behavior and safe intervention strategies. The trainers will then train other medical center staff.

- Equipment was purchased and a Power Point Presentation developed – the level of training varied from fundamental to extensive.

- 33 emergency room staff in the high risk area were trained.

- Center is already recognizing a decrease in violence related staff injuries.

Number of People Impacted:

39

S Y N O P S I S

Grantee:

Pacific Northwest Chapter
of the International Society of
Arboriculture

Location of People Served:

Statewide

Amount Awarded:

\$30,000.00

Amount Spent:

\$30,000.00

The Project Served:

Arborists, urban foresters,
and green industry workers.

- The project conducted safety training for tree workers, focusing on safe work practices and fewer worker injuries.
- 45 students attended three two-day training modules, which was full capacity.
- The modules were on climbing skills, precision felling, and level 1 rigging.

Number of People Impacted:

45



Pacific Northwest Chapter of the International Society of Arboriculture

Safety, Skill and Productivity Training for Climbing Arborists

The Pacific Northwest Chapter of the International Society of Arboriculture (PNW-ISA) is a professional society for arborists, urban foresters, and green industry workers. The purpose of the grant was to conduct worker training sessions that would result in safer work practices and fewer worker injuries. A seminar schedule was developed, and offered to people who work in and/or reside in the state of Washington. The training was well organized, interactive, hands-on, and in-the-field. The small class size allowed for individual attention.

This type of training is not abundantly offered for this industry, increasing the interest and attendance – as well as a waiting list for future courses. Many of these businesses are small employers with limited budget for training.

- Forty-five (45) students attended three two-day training modules – full capacity.
- Classes were held in Seattle (two) and Spokane (one).
- Training Modules were: Climbing Skills, Precision Felling, and Level 1 Rigging.
- The training was conducted by ArborMaster Training Inc., a well-known and respected arboricultural training firm.

One of the objectives of this particular grant project was to provide workers with advanced instruction on safe work practices in the tree care workplace. As such, the training was aimed at not only teaching skills, but also at changing attitudes and behaviors.

Future Goals:

The PNW-ISA is planning to do a follow-up survey with the course participants during 2002 to gauge the longer-term application of course principles. Ultimately, it is expected that a measure of success for these seminars will be a safer work environment in the tree care industry and fewer work related injuries.

Port Townsend Paper

A Comprehensive Ergonomic Audit Process

Port Townsend Paper Corporation is a major producer of paper, pulp and brown paper bags. They had multiple projects within the grant including: the installation of engineering controls to reduce the risk of upper body and back injuries; workplace evaluations; training; and developing an educational Web site outlining their ergonomic program. Their activities directly affected two hundred and forty-nine plant employees.

Evaluation of Needs and Installation of Engineering Controls

Previous plant evaluations and accident/illness reports had identified two high-risk operations in need of ergonomic engineering controls. With the help of the grant, Port Townsend Paper Corporation was able to purchase and install six pneumatic pushers to aid their employees with packaging their brown paper bags for shipment. They also installed two mechanical lifting aids called "Handle Bag Pump Hoists". Together these engineering improvements affected one hundred and fifteen of the plant workers.

Training Workers to be Aware

Port Townsend Paper Corporation had an established program and pool of trained (behavioral) safety observers which facilitated implementing their Comprehensive Ergonomic Survey process. Fourteen people participated in the initial training. Since that time, they have surveyed jobs in the Bag Plant, Pulp Mill, and Paper Mill areas. In the Pulp Mill, digester floor workers assisted the survey team by collecting measurement data. Several jobs involving excessive force were observed and taken care of the same day. In the Paper Machine area, survey data collected at the core cutter and winder was turned over to the action planning (problem solving) teams.

Approximately, one hundred and twenty employees attended ergonomic awareness training. This educated employees about potential "high risk" jobs and exposures as they pertained to the pulp and paper operations. It also facilitated in completing the plant ergonomic evaluations.

Spreading the Word - Web Site Development

A Web Site was developed that contains information that can be used by other mills. It covers the following: workplace analysis; objective and strategies; controlling risk factors; employee involvement and training and medical management. It can be viewed at www.ergonomicsafety.net/

Future Goals:

Future plans include training observers in every area of the plant to perform Comprehensive Ergonomic Evaluations. Eventually, every job and every workstation will be surveyed. Every worker who interacts with a workstation or equipment in "Caution Zone" areas, will be surveyed.

S Y N O P S I S

Grantee:

Port Townsend Paper

Location of People Served:

Port Townsend

Amount Awarded:

\$43,250.00

Amount Spent:

\$43,250.00

The Project Served:

Workers in the paper and pulp industry.

This project focused on installation of engineering controls to reduce the risk of upper body and back injuries; additional workplace evaluations and training; and developing an educational Web Site outlining their ergonomic program and success for the Pulp and Paper Industry.

- These activities directly affected 249 plant employees.

- Engineering controls were purchased and installed, improving the workplace for 115 plant workers.

- The Web Site contains valuable information on ergonomics – visit at <http://www.ergonomicsafety.net/>

Number of People Impacted:

249

S Y N O P S I S

Grantee:

Puget Sound Construction
Safety Summit

Location of People Served:

Statewide

Amount Awarded:

\$250,497.00

Amount Spent:

\$250,300.39

The Project Served:

Workers in the construction
industry

The Summit group promotes safety excellence, facilitates safety partnerships between labor and management, shares information and best practices, and seeks solutions to common problems.

- Over 1,187 people attended the 11 Summit seminars

- There were 28 two-day Construction Workshops held, with 208 participants. There were also 12 one-day follow-up workshops held for participants.

Number of People Impacted:

1526

Puget Sound Area Construction Safety Summit

Improving “Front Line” Labor and Management Safety Performance in the Construction Industry

The purpose of this project was to fund monthly safety summits and scheduled training classes for the construction trades. A Safety Summit is a half-day long safety seminar open to all interested parties with a mission to share resources and collaborate as a team in their commitment to safety excellence. The scheduled training classes included Construction Safety Workshops and Construction Hygiene Workshops.

Monthly Safety Summits:

- 11 Summit seminars were offered and evaluated – total attendance was 1,187.
- Average of over 50% of Summit participants completed evaluation forms that listed positive actions to be taken in their companies as a result of information learned at the Summit.
- Feedback response from participants indicated that the presentations held high value for improving safety management and training in their organizations.
- Summits were held in Vancouver, Bellingham, and Spokane.
- Regional Construction Safety Summit groups are being organized, using PSACSS as a model.
- 3-ring binder collection of sample materials and resources were prepared.

Construction Safety Principles & Leadership Skills Workshops:

- 28 two-day workshops in Seattle, Bellingham, and Wenatchee –208 attendees.
- 12 one-day follow-up workshops were held for participants.
- 78 different organizations sent one or more participants to these workshops.
- 65 on-site sessions on safety coaching for safety and management personnel.
- Over 100 follow-up coaching phone calls were completed.
- 469 specific construction safety “My Action Plans” were finished.
- 522 “My Action Plans” are still underway.

Construction Industrial Hygiene Workshops:

- 13 half-day or full-day “Implementing Exposure Control Plans” workshops were held –131 participants.
- Topics addressed included Silica, Asbestos, Lead, Dust & Fumes, Organic Vapor Exposure Control, Hearing Conservation and Respiratory Protection.
- Participants rated the courses and speakers overwhelmingly excellent or good.

Future Goals:

The monthly Summit meetings will continue, even without funding assistance from the Grant Program. The Summit has had a history of increasing attendance– much of it recently attributable to the grant project and grant funds. The presentations, and training offered through the grant project made attendance and participation in Summit events of more value to more people.

City of Redmond

Permit Required Confined Space Entry & Rescue Training Facility

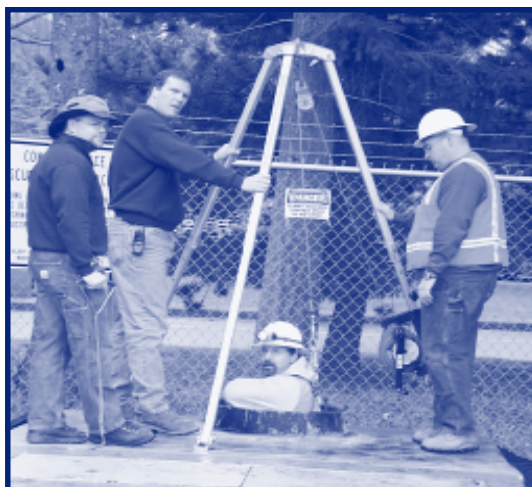
The Department of Public Works, Division of Waste Water, is responsible for the maintenance and service of sewer pipe. Maintenance and service activities require entry into the sewer pipes through the manholes and the lift stations. Entering into these spaces exposes workers to a wide variety of potential life threatening hazards. There are more than 60 entries per year that require permits for confined space entry. In the event of an emergency during these entries, the City wanted to have multiple teams of trained employees who could initiate an immediate rescue while the Fire Department rescue teams were en-route.

To implement this project, the City of Redmond constructed a hands-on training prop to practice coordinating, responding, and rescuing potential victims. The prop included construction of a vault, complete with obstacles that simulate the 10 different vault scenarios that occur in real maintenance activities.

- A three-day rescue curriculum was created to include a live drill on the final day of class.
- The most difficult obstacles and situations found within the City of Redmond system were added to the vault, so that employees from the Waste Water Department and the local fire department could practice while simulating real conditions.
- Once the training vault was constructed, 17 employees from the Public Works Department and the local fire departments were trained.
- A Confined Space Rescue Guide/Policy was developed, as well as a rescue permit.

Future Goals

The City of Redmond credits the Grant Program for the support necessary to ensure that this project became a success. The program is becoming recognized by local agencies, with the Cities of Kirkland and Bellevue expressing interest in using the vault and the excellent training opportunities it affords. Further, the City plans to hold one more three-day course to train employees from the Storm Water Division, Department of Natural Resources and other interested wastewater staff.



S Y N O P S I S

Grantee:

City of Redmond

Location of People Served:

City of Redmond

Amount Awarded:

\$65,132.00

Amount Spent:

\$65,132.00

The Project Served:

Workers maintaining wastewater, water and storm water system while working inside vaults, pits and other confined spaces.

- In the event of an emergency, the City of Redmond needed to have multiple teams of adequately trained employees who could initiate immediate rescue efforts while the fire department rescue teams were en-route.

- The City of Redmond constructed a vault used as a hands-on training prop.

- The most difficult obstacles and situations found within their system were added to the training vault, to ensure the highest quality of training and success of rescue.

- The training included a three-day rescue curriculum, with a live drill on the final day of class.

- Other public agencies will use the vault as a training tool.

Number of People Impacted:

17

S Y N O P S I S

Grantee: Seattle Area Heat and Frost Insulators and Asbestos Workers Joint Apprenticeship and Training Committee (JATC)

Location of People Served:
Seattle area

Amount Awarded:

\$132,396.00

Amount Spent:

\$132,396.00

The Project Served: Insulation and asbestos workers by providing comprehensive fall protection training including engineering systems, plans, and equipment use.

- Job sites were visited around the area to witness how the workers were using and engineering fall protection in the work place.

- This program has dramatically changed the behavior of the students and their co-workers

Number of People Impacted:
229

Seattle Asbestos Workers' Joint Apprenticeship Committee

The Ups and Downs of Fall Protection.

Falling is one of the major sources of injuries in the construction trades. This program set about to make sure that apprentices were trained in fall protection procedures. The program was composed of two parts; classroom and hands-on training. In the classroom the apprentices studied the WISHA code for fall protection, discussed properly engineered fall protection systems, and how to write and keep a proper fall protection work plan. They also discussed the importance of correct footwear and good housekeeping. Participation was outstanding, with 229 people taking the course.

A Great Improvement in Knowledge of Fall Protection

The instructors estimated that 80% of the students would come away with an increased knowledge of the material. It was found, however, that 94% came away with an superior understanding of the materials covered. Most of the students retained the knowledge necessary to make dramatic behavioral changes in the way they view, understand, and use proper fall protection.

Questionnaires were sent out after the training and it was found that 98% of the students were still using a proper fall protection system, looking for fall hazards on the job, and having a proper fall protection work plan on site.

Visits to Job Sites

Job sites were visited around the area to witness first hand how the workers were using and engineering fall protection in the work place. Workers who had attended the course were seen applying their knowledge effectively. It was also found that the behavior of workers who hadn't attended the training changed because of the examples and communication on the job site with other previously trained tradesmen and the students who attended the class.

Benefits for Now and the Future

This program has dramatically changed the behavior of the students and those they are working with. The money spent on this project will be paid back many times over in reduced claim costs and fewer injuries and fatalities.

South Sound Options Unlimited

Safe Lifting and Transferring Training

South Sound Options Unlimited is a non-profit agency that supports adults with disabilities in various settings. They have three residential homes, a community access program, supported employment, and an independent living program. All programs support individuals with both physical and developmental disabilities. There are 50 staff, 16 in managerial and office support roles, and 34 in direct client service roles. The grant project developed a safe lifting and transferring curriculum and trained the direct care staff.

A pre-training survey verified that safe lifting and transferring training was needed. It further identified the need to have the training as part of new employee training and refresher classes as well. Training sessions were conducted at staff meetings, by two experienced managerial staff. The two-hour training included handout materials, a video, and step-by-step instructions on how to properly lift and transfer a patient using a 2-person system. The instructors demonstrated, then observed the staff, and corrected as necessary.

- Of the 34 pre-training surveys distributed, 91% were returned.
- Responses supported the training curriculum developed.
- 31 direct care staff received training at staff meetings.
- 3 additional direct care staff received training as part of new hire orientation.
- Patient lifts and slings were purchased as training aids, and for future use.
- Annual measurements of success are a part of the employee evaluations.
- 34 staff were given a follow-up survey, all responded, and results were positive.
- From 5/30/01 to 7/13/01, there were no reported claims related to lifting of patients.

Future Goals:

Because the annual employee evaluations have been modified to include "Use of Proper Body Mechanics", South Sound Options Unlimited now has a regular means to continue to measure the success of this training. The purchase of additional lifts will assist in the routine lifting and transferring of patients and will allow the injury rate to decline.

S Y N O P S I S

Grantee: South Sound Options Unlimited

Location of People Served: Puget Sound area

Amount Awarded: \$2,595.00

Amount Spent: \$1,186.42

The Project Served: Caregivers who lift and move developmentally disabled adults in resident care facilities.

- These workers need special training to avoid painful and costly back and shoulder injuries.
- A "show and practice" curriculum was developed for workers to watch and then practice the learned techniques.
- 34 direct care staff received the training.
- Annual measurements of success are now a part of the employee evaluations.
- Patient lifts and slings were purchased to be used as training aids, as well as for future use.

Number of People Impacted: 34

SYNOPSIS

Grantee: SW Washington Electrical Joint Apprenticeship & Training Trust Partnered with Puget Sound Electrical Joint Apprenticeship & Training Trust

Location of People Served:
Puget Sound area

Amount Awarded:
\$53,903.00

Amount Spent:
\$53,903.00

The Project Served:
Electricians and their apprentices

- 2308 total apprentices and journey level workers were trained.
- The electricians gained valuable information pertinent to electrical hazards as well as other construction site hazards that impact the total job site safety environment
- Some employers are reporting a marked decrease in injuries to apprentices after taking these new safety courses.

Number of People Impacted:
2308

SW Washington Electrical Joint Apprenticeship & Training Trust partnered with Puget Sound Electrical Joint Apprenticeship & Training Trust

Electrical Industry Safety and Related Work Practices

These two Apprenticeship & Training Trust Associations had originally submitted separate applications. However, because of the similarities of their projects the Grant Review Committee requested they combine their projects. The Southwest Washington Electrical JATC (SWWESJATC) is a non-profit organization made up of equal representation of Labor and Management. Puget Sound Electrical JATC (PSEJATC) was formed by the International Brotherhood of Electrical Workers (IBEW) Local 46 and the Puget Sound Chapter of the National Electrical Contractors Association (NECA).

Electricians are constantly working around and on energized circuits. To reduce injuries and fatalities, a comprehensive, competency driven electrical safety curricula was developed that included a strong “continuous improvement” component. The courses were designed to enable electricians to understand major hazards at construction work sites that impact the total safety environment.

SWWEJATC:

- 22 First Aid/CPR – AED classes – total of 295 journey level and apprentices.
- 6 OSHA 10 courses – total of 131 journey level and apprentices.
- 8 Electrical Safety Classes – total of 132 journey level and apprentices.
- A total of 557 journey level and apprentices were taught during this time.
- All contractors that responded to the survey reported a decrease in injuries.
- One contractor reported a significant decrease with no injuries.

PSEJATC:

- | | |
|---|---|
| • 10 Ergonomics classes –145 participants | • 1 Stockman Industry training class –3 participants |
| • 15 First Aid classes –274 participants | • 1193 journeyman and apprentices trained |
| • 12 Forklift classes –65 participants | • 76 total classes held |
| • 15 OSHA Electrical Safety classes –317 participants | • 37 classes were for journey level – 39 classes were for apprentices |
| • 10 Hand and Power Tool classes –185 participants | • 561 total training hours |
| • 4 Scaffolding classes –72 participants | • On the final survey, Holmes Electric reported apprentice injuries dropped from 21% to 12% |
| • 5 Bending classes –92 participants | |
| • 2 Boot Camp class –40 participants | |

Future Goals:

The SW WA Electrical JATC and its instructors feel that this safety grant project was a huge success. It will be hard to determine the full extent of the program’s success considering it has been in place only one year.

Stemilt Management, Inc.

Spanish Translation of Stemilt Management's Accident Prevention Program Manual

Workplace communication is one of the key components to any safety program. If everyone is communicating effectively, the potential for saving worker's lives; preventing workplace injuries and illnesses; and developing safe workplace practices increases dramatically.

Translate the Accident Prevention Program to Spanish

The purpose of this project was to improve communication between management and the Hispanic work force in hopes that it would decrease the number and severity of accidents. To achieve this goal, Stemilt translated their existing English Accident Prevention Program Manual to Spanish and shared this information with all their employees through safety meetings, employee orientations, and postings.

Reduce Injuries and Claims Costs

The goal was to reduce the number of claims, claim costs, and time loss dollars by 50% from fiscal year 1998-99 through fiscal year 2000-01.

For this time period, the data shows a decrease in all of the targeted areas identified. They achieved a 35% to 45% reduction in number of claims. They also reduced claim costs from 69% to 84%. And achieved a 9% to 15% reduction in time loss. They exceeded their goal of 50% reduction in the area of claim costs, but fell short by 10% in the number of claims and 38% in time loss dollars.

Benefits

Stemilt Management was able to open new communications links with their workers by translating their Accident Prevention Program Manual into Spanish. This small step reduced their injuries and claims costs significantly and should continue to do so in the future.



S Y N O P S I S

Grantee: Stemilt
Management Inc.

Location of People Served:
Wenatchee

Amount Awarded:
\$8,200.00

Amount Spent:
\$8,197.00

The Project Served:
Farmworkers in Wenatchee

- The project translated the Stemilt Accident Prevention Program into Spanish.
- The Spanish and English versions have been submitted, distributed to the orchard managers and are being used.
- They achieved a 35% to 45% reduction in the number of claims.
- Stemilt Management was able to open new communications with their Spanish speaking workers to improve safety and reduce claims.

Number of People Impacted:
5000

SYNOPSIS

Grantee: Vashon Island Fire and Rescue, Port of Seattle Fire Department, Renton Fire District, King County Fire District, Sunnyside Fire Department; Hebert Research Inc.

Location of People Served: King and Yakima Counties

Amount Awarded:

\$230,600.00

Amount Spent:

\$230,356.32

The Project Served:

Firefighters

- Fire departments tested the use of thermal imaging cameras to determine if the cameras reduced the exposure of firefighters to dangerous situations.
- This grant was designed to study the application of thermal imaging technology in a variety of hazardous environments.
- The program has proven that thermal imaging devices can reduce the time of exposure in hazardous environments.
- Based on the results of this study, it is recommended that thermal imaging devices be used in addition to established standard tools for tactical operation on fire and rescue calls.

Number of People Impacted:

22,000

Vashon Island Fire and Rescue

Thermal Imaging Cameras – Reduce Your Exposure

Trying to locate people in a smoke or vapor filled room is one of the greatest difficulties faced by firefighters and rescue personnel. Thermal imaging technology is a new tool that allows rescue workers to see through smoke and vapors by reading the difference in temperature between a human body and it's surroundings. This project was designed to study the application of thermal imaging technology in a variety of hazardous environments. The study set out to evaluate whether the use of thermal imaging technology would reduce the time of exposure in hazardous environments and thereby reduce the potential for injury or death.

Reducing Exposure

Within days of receiving their thermal imaging camera, Vashon Island Fire and Rescue was able to use the camera in a boating rescue incident. The camera enabled the body of water to be scanned and reduced the search time spent by rescuers. In every response call, firefighters and rescue personnel are exposed to hazardous, hostile and unfamiliar environments with virtually no visibility. The project proved that thermal imaging devices can reduce the time of exposure in these environments by being another set of eyes in an otherwise non-visible environment.

Saving Time, Saving Lives

Based on the results of this study, it is recommended that thermal imaging devices be used in addition to established standard tools for tactical operation on fire and rescue calls. Although this technology has proven to be effective, Thermal Imaging is not applicable to all fire and rescue situations. However, given adequate resources to acquire these tools, all fire and rescue departments would benefit from this technology.



Photo of Evolution™ Thermal Imaging Camera (above) courtesy of MSA International.

Photo of thermal imaging viewscreen (right) courtesy of Bullard.



Washington Food Industry/United Food and Commercial Workers Joint Partnership

Model Supermarket Work-Safe Series

This was a joint labor-management project with the Washington Food Industry representing employers, and the United Food and Commercial Workers Union representing employees. The project focused on identifying physical risk factors that may cause musculoskeletal disorders to Washington Grocery Store workers – then developing a methodology for solutions.

Project Emphasis

A major portion of the grant was used to evaluate retail ergonomic practices on the front line, understand the risk factors and what retailers are doing about them. With that in mind, there were nine detailed retail ergonomic evaluations conducted at large retail and wholesale operations. Each company was provided with a detailed report summarizing the job tasks, identifying ergonomic risk factors, and providing recommendations and solutions. Some jobs were videotaped with permission of employees to provide a historical reference and retail specific training materials.

The second emphasis of this project focused on smaller independent retailers. There were 120 retail outreach visits and they also assisted small retailers in conducting their individual caution zone evaluations with a condensed retail caution zone checklist.

Solutions

Best practices and simple solutions were evaluated from two perspectives.

- A literature search was conducted for retail ergonomic plans, solutions, best practices, and studies.
- Existing best practices within the retail stores were identified and summarized.
- A chart of best practices was produced during the retail evaluations.

In Closing

Retailers were provided a copy of the Ergonomic Rule, an explanation of the Caution Zone Evaluation, an identified list of jobs within the store, assistance in conducting the initial caution zone determinations, and an explanation of the Education and Training requirement.

Future Projections

Equipment was purchased with the intent to assist retailers with education and training.

S Y N O P S I S

Grantee: Washington Food Industry/United Food and Commercial Workers Joint Partnership

Location of People Served: Statewide

Amount Awarded: \$309,600.00

Amount Spent: \$288,738.55

The Project Served: Washington grocery store workers.

- This project focused on identifying physical risk factors that may cause musculoskeletal disorders. – then developing a methodology for solutions.
- In-depth ergonomic evaluations were conducted at nine large retail and wholesale operations and at other smaller stores.
- Most of the jobs were videotaped for historical reference and retail specific training materials.

Number of Businesses Impacted: 120 grocery stores

S Y N O P S I S

Grantee: Washington Growers Clearinghouse Association

Location of People Served:
Eastern Washington

Amount Awarded:
\$18,500.00

Amount Spent:
\$16,009.06

The Project Served:
Orchard workers

- A safety curriculum outline was developed that included education in areas that are recognized as hazardous in this field, such as eye injuries, ladder safety, and working with chemicals.

Washington Growers Clearinghouse Association

Developing and Implementing Orchard Workplace Safety Education

The Growers' Clearinghouse, in cooperation with Wenatchee Valley College, planned to develop and deliver a comprehensive orchard workplace safety curricula. Four distinct groups of people were planned to be engaged as participants in the proposed project. They were students; employers; orchard employees, and agriculture educators. The students involved are from the Wenatchee Valley College's Hispanic Orchard Employee Program (HOEPP) and Washington Tree Fruit Program (WTFP).

The project activities consisted of material development in preparation for introducing the curriculum.

- A basic curriculum outline was developed for teaching at Wenatchee Valley College, this is not final and is not yet ready for distribution.
- The outline includes education in areas that are recognized as hazardous in agriculture, such as eye injuries, ladder safety, and the use of chemicals.
- Educational handouts were tested at Wenatchee Valley College with students and from a hired work crew.



Washington Science Teachers Association/Pacific Lutheran University

Science Teacher Safety:

Improving Working Conditions in Academic Labs

Science teachers rarely have training in laboratory management or lab safety. Consequently, they enter the classroom with inadequate preparation for the organization, management, handling and disposal of potentially hazardous chemical reagents, scientific apparatus, animals, and microorganisms. This creates a serious risk for the instructor as well as students, and leads to dangerous practices. The Washington Science Teachers Association (WSTA) formed a partnership with Pacific Lutheran University (PLU) to improve the working environment for science teachers, particularly in laboratory management and safety.

The primary accomplishment of the project was to train lab instructors to avoid or minimize accidents that could result in injury to the instructors or students. This was accomplished by developing a HAZWOPER Responder training program, with an emphasis on academic laboratory incidents. Also, a handbook of laboratory safety was developed for use in school laboratories. Participants received training at several half-day workshops in Eastern and Western Washington.

- Nine three-hour sessions were presented in Olympia, Tacoma, Burien, Mt. Vernon, Port Angeles, Colville, Ritzville, Seattle and Spokane –45 participants.
- 40-hour program presented in Spokane –9 participants.
- 40-hour program presented at PLU –37 participants.
- Most participants were high school teachers, but there were also 2 elementary, 5 middle school, 1 homeschool coordinator, 6 college lab instructors, 1 district assistant risk manager, and 1 district science coordinator that participated.
- Nearly all participants indicated that the information presented was immediately usable in their classrooms, laboratories and stockrooms.

Future Goals:

PLU is planning to submit articles to various journals, describing how the grant enabled them to provide safety training state-wide. They are also planning on developing a new set of strategies to bring to the attention of schools and school administrators of the need for science safety. They also hope to provide several weekend training series in addition to at least three, one week workshops. They continue to develop material for elementary school lab safety, as well as additional material for new and under-trained teachers.

S Y N O P S I S

Grantee:

Washington Science Teachers Association/Pacific Lutheran University

Location of People Served:

Statewide

Amount Awarded:

\$163,863.00

Amount Spent:

\$86,393.86

The Project Served:

Science Teachers.

- This partnership allowed for lab instructors to receive training in avoiding and/or minimizing accidents that could result in injury to the instructors.

- A handbook of laboratory safety was developed for use in school laboratories.

- Over 90 school representatives received training that varied from three-hour sessions to a comprehensive 40-hour program.

Number of People Impacted:

91



SYNOPSIS

Grantee: Washington State Dental Association

Location of People Served:
Statewide

Amount Awarded:
\$90,459.00

Amount Spent:
\$65,214.70

The Project Served:
Dentists and dental assistants exposed to Nitrous Oxide gas.

- The grant helped to raise awareness of the hazards of working with Nitrous Oxide gas and promote safer work methods in dental offices.
- The Dental Association subcontracted with Battelle Centers for Public Health Research and Evaluation to develop and present multiple educational classes to their members on the potential health issues.
- An educational website was also developed by Battelle.
- An educational video training tape was created and distributed to 3000 Dental Association professionals.

Number of People Impacted:
3098

Washington State Dental Association

Hazards and Control of Nitrous Oxide Exposure in Dental Offices

Nitrous Oxide (N_2O) is an anesthetic gas used during some dental procedures. Of the 3600 practicing dentists in the state of Washington, it is estimated that approximately 65% have N_2O equipment in their offices and use it on a variable basis. Taking into consideration that dental assistants and hygienists work in the same offices with these dentists, it is possible that 7000 dental professionals in the state of Washington are potentially exposed to N_2O during the course of their work. Studies of workers have shown that occupational exposure to N_2O is associated with adverse effects such as reduced fertility, spontaneous abortions, and neurological, renal, and liver diseases.

The grant program enabled the Washington Dental Association to have a subcontractor develop and present multiple educational presentations to their members regarding the potential health issues associated with N_2O exposure and known methods to reduce their exposure. The subcontractor also developed an educational website and created an educational video training tape distributed to 3000 Association dental professionals.

The Project

A literature search was performed regarding the history of nitrous oxide use, the health effects of exposure, and engineering controls and work practices that can be employed to reduce exposures during dental procedures. Written materials and videos were gathered from researchers at the National Institute of Occupational Safety and Health. Use, maintenance and care of equipment materials were gathered from manufacturers who make N_2O scavenging systems. The project attempted to increase the awareness of the hazards associated with exposure and the methods that could be employed to effectively control exposures. The project illustrated administrative procedures, work practices, and engineering controls designed to reduce exposure to hazards.

The Results:

Oral Presentations

Two oral presentations were created and delivered. The audience totaled 98. A pre-test and post-test was administered. The learning objectives were successfully met as measured by the tests.

Videotape Presentation

A video was created of the oral seminar presentation. The video was sent to all (approximately 3000) Washington State Dental Association members. This was done to get information to the widest possible audience, including those without access to the Internet.

A website was created: www.battelle.org/nitrous_oxide/

Continued Success After the Grant Project Ended

The distribution of the videotape has generated many calls for further information.

Washington State Department of Transportation

Drivers Education of Work Zone Safety

This educationally focused project was to educate new driver's about work zone safety, as well as educate drivers already on the road. To achieve this goal, a public service announcement (PSA) was produced, as well as an educational video with accompanying materials used for classroom education.

- 30-second PSA aired between the months of July and August 2000.
- Airtime was mostly prime spots between 5-9 P.M.
- The PSA ran statewide, but an emphasis given to Puget Sound Region, since most larger construction projects occur in that area.
- Station airtime purchases included KING, KIRO, and KOMO, with affiliate stations running the PSA in the Eastern half of the state.
- Estimated public reach for each station can be measured in "gross household impressions" with an average reach of 4,500,000 viewers from this campaign.
- An eleven-minute video "A Sudden Change of Plans" was distributed to 450 high schools statewide.
- Approximately 75,000 students will view the film through Traffic Safety classes statewide each year.

Future Use

The Washington State Department of Transportation plans to put the PSA on their website in the near future. Labor and Industries placed the video, "A Sudden Change of Plans", in L&I's Video Library for lending to the public. The 30-second PSA will also be available to the public.



S Y N O P S I S

Grantee: Washington State Department of Transportation

Location of People Served: Statewide

Amount Awarded: \$25,000.00

Amount Spent: \$21,060.00

The Project Served: Construction workers who work in traffic.

• A 30-second general Public Service Announcement (PSA) was produced and aired.

• Estimated public reach from this campaign and airing of the PSA is a reach of 4,500,000 viewers!

• Video and PSA will be available at Labor & Industries' video library for lending to employers and employees.

Number of People Impacted:
Direct 75,000
Indirect 4,500,000

S Y N O P S I S

Grantee: Western States Operating Engineers Institute of Training

Location of People Served: Statewide

Amount Awarded:
\$262,426.00

Amount Spent:
\$262,351.86

The Project Served:
Crane operators and construction contractors.

The participants will gain first-hand knowledge of safe operating procedures that will enable them to better assess actual job site conditions.

- 90 students completed the 2-Day Crane signaling and Rigging Courses.
- 111 students completed the 10-Day Crane Skills Updating Courses.
- 306 students have passed general knowledge and specialty exams in crane operating.

Number of People Impacted:
224



Western States Operating Engineers

Crane and Rigging Safety Training and Certification Project

Western States Operating Engineers provides crane operator training and certification statewide. Classroom instruction, hands on training and certification were provided at the following locations: Spangle, Tacoma, Bothell, and Kennewick, Washington.

Crane Signaling Training

Four 2-Day Crane Signaling and Rigging courses were completed. Participants included 90 workers from a wide variety of crafts working around cranes as riggers in the construction industry. Certificates of completion were awarded to all those who successfully completed written examinations.

Crane Skills Updating

Four 10-Day Crane Skills Updating Courses were completed statewide. The courses were provided to 111 participants. In attendance were 23 students from the Washington State Department of Labor and Industries and other construction company safety and compliance officers. Certificates of completion were awarded to all management personnel who successfully completed written examinations. Written examinations from the National Commission for the Certification of Crane Operators were administered to 94 crane operators, including 77 core knowledge tests as well as 297 specialty examinations in the categories of lattice crawler, lattice truck, large hydraulic and small hydraulic telescopic boom cranes. 81.8% of the participants passed the final exam. 18.2% did not pass and were sent for further training.

Practical Crane Operator Examinations

Practical crane operator examinations with the National Commission for the Certification of Crane Operators have been administered to 93 candidates. Six-Day Hands-On Crane Courses for management personnel, compliance officers and inspectors were completed for nine eligible Department of Labor and Industry participants. Certificates of completion were awarded to participants who successfully completed the course.

Benefits for Now and the Future

The expected outcome was for participants to gain firsthand knowledge of safe operating procedures. This will enable them to better assess actual job site conditions and help them to avoid workplace injuries.

Inquiries about the project continue and waiting lists for additional courses continue to grow in all areas of the state.

The project completed all planned milestones on schedule and on budget, exceeding many of the performance targets.

Western Washington Sheet Metal-Joint Apprenticeship Training Center

Sheet Metal Awareness of Safety and Health (SMASH)

This project served to provide education and hands-on training for apprentices in the sheet metal industry. This is a summary of the accomplishments from this project:

- 19 OSHA-10 Classes were taught to 200 students in Western and Eastern Washington. The subjects covered included: OSHA/WISHA- General Duty/Safe Place, Fall protection, Electrical safety, Scaffold safety, PPE, Haz-Com, Confined spaces, Welding safety, Trenching and excavation, Ladder safety, Haz-Com and Material handling.
- The OSHA-10 Classes proved to be a valuable tool for teaching safety, regardless of the students' prior level of safety knowledge. The average pre-class test score for OSHA-10 students was 61%. After completing the course, the average post-class score was 85%, showing a 25% increase.
- 50 students participated in Scaffold Safety courses. This training was both classroom based and hands-on.
- 13 First Aid/CPR classes were taught to 179 students in Western Washington.
- A baseline survey database was created for use as a tool to help provide direction and measure the safety program's performance.
- A safety refresher class for three sheet metal companies was held in Longview, Washington. There were 27 employees in attendance and the topics covered included: Fall protection, Electrical safety, Scaffold safety, PPE, Haz-Com, Confined spaces, Hand and power tools, Ladder safety and General housekeeping.
- A sheet metal workers compensation claims database was developed for use as a tool to target or set priorities and to measure the safety program's performance.

A safety and health training database was created to track what safety-training workers have had and when they had it. This allows for monitoring of when training or retraining is required and needs to be scheduled. The safety training information is available to contractors for workers they hire. Employers can assess what training is required for their workers to do the job safely and ensure they are meeting training requirements. This provides documentation of worker training for the employer and reduces redundant training.

S Y N O P S I S

Grantee: Western Washington
Joint Apprenticeship Training
Committee

Location of People Served:
Statewide

Amount Awarded:
\$139,093.00

Amount Spent:
\$139,078.01

The Project Served:
Sheetmetal workers and
employers.

- Sheetmetal workers and employers received extensive training, seminars, and meeting presentations.

- A baseline survey and assessment of sheet metal workers statewide was developed.

- A sheet metal workers compensation claims database for use as a tool to target or set priorities and to measure the safety program's performance was developed.

Number of People Impacted:
486

SYNOPSIS

Grantee: Worker Center
AFL-CIO

Location of People Served:
Statewide

Amount Awarded:
\$247,485.00

Amount Spent:
\$247,485.00

The Project Served:
Teen Workers.

- A high school curriculum was developed aimed at teaching students about safety and health in the workplace.
- During the first year, the major focus has been to distribute this curriculum.
- Up to 5000 high school students were exposed to the material.
- Evaluations reflect significant changes in student's knowledge about child labor laws, workplace hazards and reduction, and employer responsibilities.

Number of People Impacted:
Current 5000
Future 12,000

Worker Center AFL-CIO

Youth at Work: Aware and Safe

Approximately 80% of high school students work in jobs outside of school. Teen workers are injured at a rate disproportionate to their numbers in the workforce, due to factors including lack of experience and lack of proper training. A curricula Health and Safety Awareness for Working Teens (HSAWT) had been developed by the University of Washington Department of Environmental Health, but was not widely distributed. The focus of grant project was to ensure implementation of the curricula. Contacts were made with vocational administrators, school principals, and teachers. A system was designed and enacted to collect data to monitor and demonstrate the effectiveness of the curricula.

Curriculum Distributed

The curriculum was distributed to 235 teachers representing 153 high schools in 32 of the 39 Washington counties. Classes included: Pre-construction (Wood, Metal, Construction Related classes), Family/Consumer Science, Work-Based Learning, Auto Tech, Computer Tech, Agriculture/Horticulture, Business and Marketing, Careers, Health, Horticulture, Diversified Occupations, Technology, and Skill Trade Internships. Over 50 different vocational class titles have teachers using HSAWT.

Curriculum Taught

Teachers frequently mentioned three major strengths of the curriculum;

- The product was ready to use; and
- The materials and instructions were clear, organized and useful; and
- The curriculum provided hands-on activities.
- 5000 high school students were exposed to this material during the 2000-2001 school year. It is estimated that up to 12,000 students will participate in these classes in the 2001-2002 school year. Pre and Post-test evaluations have indicated significant changes in what students know about child-labor laws, common workplace hazards, hazard reduction and employer responsibilities.

Results

Teachers are calling to obtain the curriculum, administrators are strategizing how to deliver the curricula on a regular basis, and students are going to work armed with the knowledge of how to keep themselves safe at work.

Informational Poster

An informational poster was designed and became one of the most requested parts of this program. The poster, "Life's Full of Risks, Don't Let Your Job Be One of Them" was sent to all participating teachers for classroom display.

For the 2001-2002 school year, the worker center has received requests for the curriculum from individual teachers and one school district.

The Yakima Herald-Republic

"Safety First" in the Packaging Center

The Yakima Herald-Republic is a daily morning newspaper with about 200 employees. They were funded to implement an off-the-shelf behavior-based safety training program called **SafeStart™**. This program focuses on three states or risks that cause or contribute to critical errors which increase the risk of injury. These risks are: rushing, fatigue, and complacency.

Needs Assessment

This business focused their training and implementation efforts in the Packaging Center, where the highest accident rates were occurring. This department presented safety challenges in the area of disrupted sleep patterns, driving large vehicles at night, repetitious lifting and grasping of stacks of inserts and newspaper bundles, and moving and stacking both empty and full pallets.

Results

The safety rating the internal employees gave to the Packaging Center increased during the **SafeStart™** training. The Packaging Center employees gave support to the safety awareness they learned through the program.

Employee Training

The manager and supervisors in the Packaging Department conducted the training because they knew the operation, and tailored the focus to specific areas. (39 managers and employees participated in the training).

Plans for Future

The training included videotape and workbooks. The manager plans to use segments from the five videotapes that employees have already watched to refresh their memory and review the principles. Further, to show the commitment to the program's premise, an agenda item in most department meetings is included to discuss any accidents that have occurred during the month.



S Y N O P S I S

Grantee:

Yakima Herald-Republic

Location of People Served:

Yakima

Amount Awarded:

\$6,745.00

Amount Spent:

\$6,745.00

The Project Served:

Employees working in a newspaper packaging center.

- The Yakima Herald-Republic was funded to pilot an off-the-shelf behavior-based safety training program called **SafeStart**. This business focused their training and implementation efforts in the Packaging Center, where the highest accident rates were occurring.

- 39 managers and employees participated in the training. Internal management committed to this program and plans for various segments of the training to be continued in the future.

Number of People Impacted:

39

***" No Injury,
Illness or
Fatality for
Washington State
Workers for
any Preventable
Reason."***

Conclusion

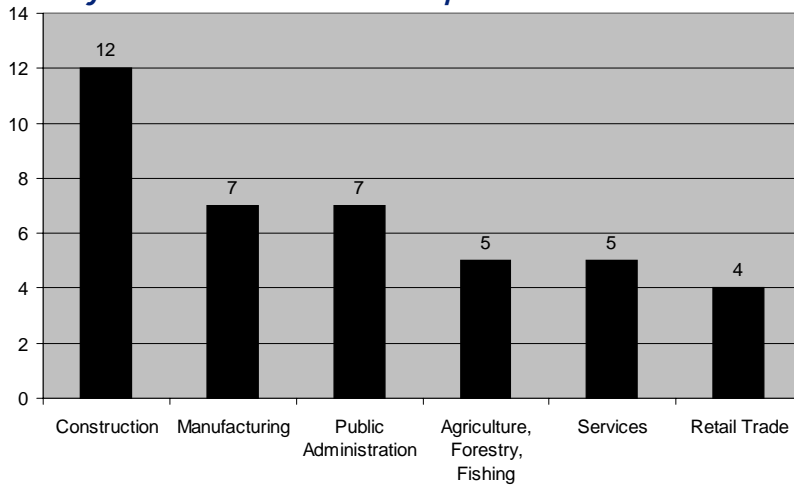
During the 2001 session, the legislature rejected the Governor's carry forward request for \$10 million to continue the grant program (at \$5 million per year), in part because some legislators felt that no appropriation should be made unless there was a new bill specifically authorizing the program.

L&I believes that there is considerable support among business and labor stakeholders for re-establishing the grant program, and will work with legislators, business representatives and labor representatives to accomplish this.

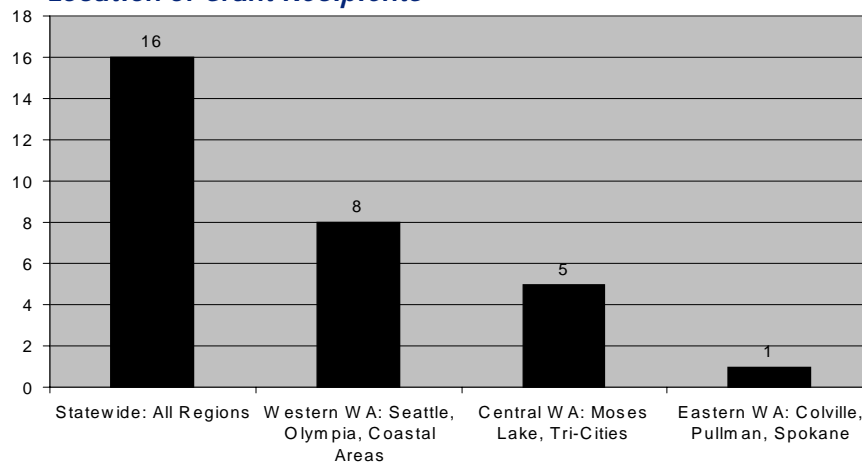


Grant Program Demographics*

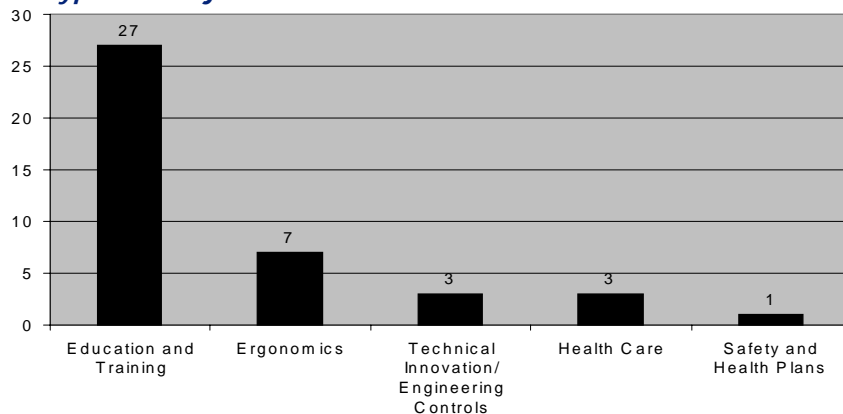
Major Industries of Grant Recipients



Location of Grant Recipients



Types of Projects



*Some grant projects containing multiple segments may be considered in two or more categories.

Department of

LABOR AND

INDUSTRIES

